

## **Ad Hoc on Compensation and Benefits Committee Report**

The Ad Hoc Compensation and Benefits Committee has been meeting regularly and is prepared to present a motion to the senate today to create a standing committee for Faculty Welfare. Before we bring any motions to the Faculty Senate about merit and salary inequities, we are preparing to have open forums early next semester for all faculty to have the opportunity to voice their opinions on our present and possible future Merit Pay Policy and on a future Salary Equity Policy.

### **MOTION**

Over the past 4-6 months it has become evident to the Faculty Senate Ad Hoc Compensation and Benefits Committee that the issues of salary equity/compression, merit pay, and faculty benefits are issues that cannot be definitively settled in a short period of time, and that the issues will be fluid as changes in the economy of the Commonwealth and the budgets of our University fluctuate. It is our belief that the faculty should be represented throughout these processes and decisions. I therefore move that the Ad Hoc Compensation and Benefits committee be made a standing committee of this Faculty Senate as the Committee for Faculty Welfare as outlined by the following:

Proposal: Faculty Senate Committee for Faculty Welfare

1. The Committee for Faculty Welfare shall consist of five members elected by the Senate from its elected members. Committee membership shall be for the duration of the elected senator's current term. The Director of Human Resources shall serve as a non-voting member of the committee.
2. The committee shall elect a chair annually from among its membership.
3. The Committee for Faculty Welfare shall review and make recommendations to the Senate on matters including, but not limited to, merit pay policies, faculty salary inequities, health insurance benefits, market salary issues/compression, as well as other university benefit policies.
4. The purpose of the Committee for Faculty Welfare shall be to provide a channel of communication between the Faculty Senate and the Administration on matters relating to faculty compensation and benefits.
5. The Committee shall be available as an advisory agency to the President of the University and/or the Provost of the University on those matters relating to compensation and benefits for the faculty at large. The Committee shall meet with the President and/or Provost at least once each semester to receive information about faculty compensation and benefits.
6. The Chair of the Committee shall report to the Senate at least semiannually. After receiving its report, the Senate shall, at its discretion, provide suggestions, reactions, and comments to the Committee for subsequent Committee consideration.